

MONTICELLO/IOOE #234 (PUBLIC WORKS) 07-11

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PUBLIC EMPLOYMENT
RELATIONS BOARD

AGREEMENT

Between

CITY OF MONTICELLO

And

**INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 234**

(CITY EMPLOYEES)

AGREEMENT

This Agreement is entered into and made between the City of Monticello and the International Union of Operating Engineers, Local 234

PREAMBLE

This Agreement is executed by the City of Monticello, hereinafter called the "Employer", and the International Union of Operating Engineers, Local 234, hereinafter called the "Union".

ARTICLE 1

Recognition

The Employer recognizes the Union as the sole and exclusive bargaining representative for those Employees of the City of Monticello, Iowa in the following bargaining unit pursuant to Public Employment Relations Board Case #7183, dated January 25, 2006, to-wit:

INCLUDED: All Full-time and Part-time Employees including Sanitation, Streets, Water Waste Water, Custodial, Parks, Ambulance, Cemetery and two non-confidential Clerks in the Clerk's Office.

EXCLUDED: All Employees of the Police and Fire Departments, Library, all confidential Employees of the City Clerk's Office, Manager/Supervisor of Ambulance Services, all seasonal Employees, all non-regular Part-time Employees and all others excluded by Chapter 20 of the Code of Iowa, other certified units and other Employees not in the included section of this bargaining unit.

COLLECTIVE BARGAINING

The purpose of this agreement is to establish and maintain harmonious collective bargaining relations between the employer and the union, and to provide for the peaceful adjustment of any differences which may arise between them respecting the application of the Articles of this Agreement.

EMPLOYEE GOOD FAITH

All employees covered hereby shall, in good faith, respect the provisions of this agreement and cooperate with the employer and the Association in the enforcement of the terms hereof.

ARTICLE 2

Management Rights

Section 1: In addition to all powers, duties, and rights of the Employer established by constitutional provision, statute, ordinance, charter or special act, the Union recognizes the powers, duties, and rights which belong solely, exclusively, and without limitation to the Employer, to-wit:

- (a) the right to manage the Employer's operations and to direct the work force;
- (b) the right to hire employees;
- (c) the right to maintain order and efficiency;
- (d) the right to extend, maintain, curtail, or terminate operations of the Employer;
- (e) the right to determine the size and location of the Employer's operations and to determine the type and amount of equipment to be used;
- (f) the right to assign work, the right to determine methods and materials to be used, including the right to introduce new and improved methods or facilities and to change existing methods and facilities;
- (g) the right to create, modify, or amend job classifications and/or job duties;
- (h) The right to establish new departments or divisions within departments as well as the right to disestablish current departments or divisions of same.
- (i) the right to transfer, promote and demote employees;
- (j) the right to discipline employees;
- (k) the right to suspend and discharge employees;
- (l) the right to lay off employees;
- (m) the right to determine the number and starting times of shifts, the number of hours and days in the workweek, hours of work, and the number of persons to be employed by the employer at any time; and
- (n) The right to employ and enforce and require employees to observe rules and regulations set forth by the Employer provided, however, that these rights will not be used for the purpose of discriminating against any employee because of membership or non-membership in the Union.

Section 2: The above list of management rights is not intended to be exclusive and it is understood that, except as specifically and expressly modified or limited by this Agreement, all of the rights, power, authority and prerogatives the Employer had prior to this Agreement are retained by and reserved to it and shall remain within its' exclusive control. The rights specifically set out above, or otherwise included within this section, are not grievable unless specifically and expressly permitted by a subsequent provision of this Agreement.

ARTICLE 3

Union Rights and Responsibilities

Section 1: The Union recognizes its' responsibilities as the exclusive bargaining agent of the employees within the bargaining unit, and realizes that in order to provide maximum opportunities for continuing employment and fair compensation, the Employer must be able to operate efficiently and at the lowest possible cost. The Union, therefore, agrees to cooperate in the attainment of the following goals, to-wit:

- (a) that it will cooperate with the Employer and support its efforts to assure a full and fair day's work on the part of its employees;
- (b) that it will cooperate to combat absenteeism and any other practice which restricts efficient operations of the employer; and,
- (c) That it will earnestly strive to improve and strengthen good will between and among the City and its' employees, the Union and the public.

Section 2: The Employee will not interfere with the right of its' employees to become members of the Union. The Union will not interfere with the right of the employees to refrain from Union membership. There shall be no discrimination or favoritism by the Employer or the Union because of membership or non-membership in the Union. The Union agrees that neither it nor any of its' officers or agents will engage in any Union activity that interrupts and/or interferes with the operations of the Employer.

ARTICLE 4

Work Stoppage

Section 1: The Employer agrees that during the term of this Agreement, it will not engage in any lockout of its employees.

Section 2: The Union agrees that neither it nor its' officers or agents will cause, authorize, induce, encourage, instigate, ratify, condone, or participate in any work stoppage, strike, boycott, slowdown or illegal picketing, including the promotion of an employee's refusal to cross any picket line, or any other action which interrupts or interferes with the operations of the Employer.

Section 3: No employee shall cause, authorize, induce, encourage, instigate, ratify, condone, or participate in any work stoppage, strike, boycott, slowdown or illegal picketing, including a refusal to cross any picket line, or any other action which interrupts or interferes with the operations of the Employer.

Section 4: In the event of a violation of Section 3 of this article or of Section 12 of the IPER Act by an employee, the Union agrees that it will take immediate, affirmative steps including but not limited to the following: sending out public announcements, letters to all covered employees, bulletins and/or telegrams that address the violation(s) and to bring about an immediate resumption of normal work.

Section 5: In the event of a violation of the above sections, the provisions of the IPER Act shall apply.

ARTICLE 5

Safety

Section 1: Reasonable Provisions. The employer shall make all reasonable provisions for the safety of its employees.

Section 2: Protective Equipment. Authorized protective equipment and other devices necessary to properly protect employees from injury and sickness shall be designated and provided by the Employer, and the use of such equipment and devices shall be mandatory. An employee's failure to use designated protective equipment shall be grounds for disciplinary action.

Section 3: Employee Conduct. The employees shall recognize their responsibility to conduct themselves in a manner that promotes safety, employee cooperation, good morale, and good public image.

Section 4: Care of Equipment: It is recognized that employees are expected to exercise reasonable judgment in the care and use of all equipment including, but not limited to, safety equipment and vehicles used by City employees in the performance of their jobs.

Section 5: Safety Violations. Any violation by employees of City Policies intended to implement Federal OSHA, State, or City Safety rules and regulations shall be subject to disciplinary action under this Collective Bargaining Agreement. However, any knowing or intentional serious violations (as classified by Federal or State Regulations) committed by an employee may result in their immediate termination.

ARTICLE 6

Seniority

Section 1: Applicability. Seniority rights for all employees shall prevail under this agreement, unless specifically noted otherwise in this Agreement.

Section 2: Seniority Administration. Employees shall acquire regular status and seniority after the completion of 90 calendar days, except for Ambulance Department employees, who shall not obtain regular status and seniority until the passage of 365 days from their date of hire. Part-time Employees, to whom this agreement applies shall not acquire regular status until after the passage of one hundred twenty (120) calendar days.

Section 3: Seniority. Once the probationary period has passed, an employee's seniority will be calculated retroactive to the date of hire.

Section 4: If two or more employees are employed on the same date, seniority shall be determined by alphabetical order, A to Z, commencing with the last name first and then the first name.

Section 5: An employee shall lose seniority rights upon the occurrence of any of the following: 1). Termination; 2). lay-off for a period longer than eighteen (18) months; 3). failure to work within fourteen (14) days after written notice to return is mailed by United States certified mail to the employee's last known address; or 4). absence from work for two (2) consecutive scheduled workdays, whether said two (2) days immediately follow one another, without approval by the Employer.

ARTICLE 7

Procedure for Staff Reduction

Section 1: The decision to implement reductions in non-civil service staff or work hours belongs solely and exclusively to the Employer. If it becomes necessary to shorten hours or reduce the staff of any department, the Employer agrees that the quality of job performance, length of service and general value to the City will weigh heavily in the decision to retain or release individual personnel. The Employer shall also consider qualifications, ability to perform, and physical fitness, and if these criteria are equal between or among affected employees, seniority shall govern. In any case, probationary Employees will be laid off first.

Section 2: Those Employees to be laid off will be notified thereof in writing at least fourteen (14) calendar days prior to the effective date of the layoff.

Section 3. An Employee who is laid off shall keep the Employer advised of the Employee's current mailing address during layoff. If the Employer desires to recall Employees, such Employees shall be recalled in the inverse order of layoff.

Section 4: An Employee shall report to work within fourteen (14) calendar days after notice of recall is mailed, unless the notice of recall provides for a later specified date of recall, in which case the Employee shall report on said later effective date.

ARTICLE 8

Discipline and Termination

Section 1: Just Cause/Required Rules of Conduct. The public Employer shall not discharge, suspend, or give disciplinary layoff to any Employee without just cause.

Section 2: Further, it is recognized that for the benefit of Employees and to protect the rights of the Employer, certain regulations must be observed by all Employees.

Section 3: Such Rules of Conduct are included in the Employer's Employment Policy Manual which will be made available to the Union upon request.

Section 4: Management Right to Disciplinary Action. The Public Employer shall maintain the right to apply progressive corrective discipline which will include the use of written warning, suspension, and termination. Any violation of the Employer's Rules of Conduct may be sufficient cause for disciplinary action.

Section 5: Disciplinary Notices and Actions. The Public Employer shall give one (1) written notice of reprimand to the Employee with copies of the complaint to the Union and a copy to be put into the Employee's file.

For second offense, a suspension of from one (1) to not more than five (5) days without pay may be levied.

For repeat violation, outright discharge may be levied. Three (3) warning notices within one (1) year period will constitute a repeated violation.

Section 6: Causes for Immediate Discharge. No warning notice need be to be given to an Employee before discharge providing the cause of discharge is for dishonesty, intoxication, drinking of alcoholic beverages on the job, destruction of City equipment or property, being under the influence of an unlawful drug, or unauthorized use of Employer's property or equipment.

Termination:

1. For deliberate violation of Policies:

a. Employees may be terminated from their position at any time and without notice in case of intolerable or deliberate violation of City policies.

b. Employees terminated for deliberate violation of City policies will not receive accrued benefits as part of their terminal pay.

c. Reasons for termination for deliberate violation of City policies may include, but may not be limited to, the following:

1. Incompetence or gross neglect of duty.
 2. Absence without leave.
 3. Insubordination/serious breach of discipline/refusing to accept assignment/willful refusal to obey an order.
 4. Negligent or willful damage or misuse of property.
 5. Falsification of employment.
 6. Giving or accepting a bribe.
 7. Any form of abuse, either verbal or physical, or inconsiderate treatment of City patrons or fellow Employees.
 8. The theft/sabotage or willful destruction to City property or equipment.
 9. Excessive use of sick leave.
 10. Chronic tardiness or absenteeism.
 11. Criminal offenses.
 12. Dishonesty.
 13. Violation of safety and health regulations.
 14. Unauthorized use of the City's property or equipment.
 15. Failure to direct or state complaints to the immediate Supervisor of the Employee prior to complaining to the Mayor or the Mayor's Assistant.
- d. If it is in the best interest of the City, Employees who are being terminated under these circumstances may receive pay in lieu of the required notice. This action requires a Supervisor's approval.
- e. Termination for deliberate violation of policies should be approved by the *Supervisor, City Administrator, or City Council*. Employees who are terminated for deliberate policy violations shall not be re-employed by the City.

2. For Reasons Other Than Deliberate Policy Violations:

- a. At any time during the probationary period, Employees may be terminated without notice for not meeting performance requirements.
- b. After their probationary period, Employees who, in the judgment of the Department Head, are not meeting all the requirements for the position may be terminated by the Department Head by giving a two (2) weeks notice.
- c. If it is in the best interest of the City, Employees who are being terminated under these circumstances may receive pay in lieu of the required notice. This action requires the approval of the Department Head and the *City Administrator*.
- d. Any Employee whose position is being discontinued will be given every opportunity to be placed in another position within the City.

Section 7. Procedure for Discharge: Discharge must be by written notice to the Employee, with a copy to the Union. A discharged Employee may request within three (3) days, a review of the discharge; should such investigation prove that the discharge was without cause, the Employee shall be reinstated.

Section 8. Suspension: Suspension is effective immediately. The reasons for the suspension, with or without pay, and a reinstatement or dismissal plan shall be in writing, signed by the Employee acknowledging the action, and placed in the Employee's personnel file. Suspension may not exceed twenty (20) working days.

ARTICLE 9

Grievance Procedure

Section 1. The purpose of this procedure is to provide an orderly procedure for the prompt resolution of a claimed grievance at the lowest possible level.

Section 2. A grievance is defined as a dispute between the Employer and the Union or any employee with regard to the interpretation, application or violation of any of the express terms and provisions of this Agreement.

Section 3. A grievance that may arise shall be processed and settled in the following manner:

Step One. An employee who has a grievance shall notify the employee's supervisor orally within three (3) calendar days (excluding Saturday, Sunday, and Holidays) after the occurrence of the event giving rise to the grievance. The immediate supervisor shall investigate the grievance and shall give an oral answer within a period of three (3) calendar days (excluding Saturday, Sunday, and Holidays). The failure of the immediate supervisor to give an oral answer within said three (3) calendar days (excluding Saturday, Sunday, and Holidays) shall be deemed a denial of the grievance and may be appealed to the next step.

Step Two. If the grievance is not settled in Step One, the Aggrieved employee may present the grievance in writing to the City Administrator or his/her designee within three (3) calendar days (excluding Saturday, Sunday, and Holidays) after the answer of the immediate supervisor was given; or, if no answer was given, within three (3) calendar days (excluding Saturday, Sunday, and Holidays) of when it was due, whichever occurs first. The grievance shall be signed by the employee or the Union and shall state specifically the facts of the alleged violation, the provisions of the Agreement in dispute, and a statement from the employee or the Union specifying what relief or remedy is desired. The City Administrator or his/her designee shall investigate the grievance and issue a decision in writing within a period of three (3) calendar days (excluding Saturday, Sunday, and Holidays). The failure of the City Administrator or his/her designee to issue a decision within said three (3) calendar days (excluding Saturday, Sunday, and Holidays) shall be deemed a denial of the grievance and may be appealed to the next step.

Step Three. If the grievance is not settled in Step Two the aggrieved employee or the Union may present the grievance in writing to the Mayor within three (3) calendar days (excluding Saturday, Sunday, and Holidays) after the decision of the City Administrator was given; or, if no decision was given, within three (3) calendar days (excluding Saturday, Sunday, and Holidays) of when it was due, whichever occurs first. This written grievance shall contain the same information as was submitted to the appropriate council member or his/her designee. The Mayor shall investigate the grievance and shall convene a meeting of all interested parties within a period of three (3) calendar days (excluding Saturday, Sunday, and Holidays). The Mayor shall issue a decision within three (3) calendar days (excluding Saturday, Sunday, and Holidays) of the meeting, and shall immediately report their decision to the City Council for their consideration and approval or disapproval.

Step Four. If the grievance is not settled in Step Three, the aggrieved employee or the Union may appeal to arbitration. The employee shall request arbitration by written notice submitted to the City Clerk within three (3) calendar days (excluding Saturday, Sunday, and Holidays) from the date that the Mayor/City Council decision was given; or, if no decision was given, within three (3) calendar days (excluding Saturday, Sunday, and Holidays) of when it was due, whichever occurs first. The written notice shall contain the same information as required in the previous step. When a timely request has been made for arbitration, a representative of the Employer and the employee or the Union shall select a mutually agreeable arbitrator to hear and determine the grievance. If the representatives of the parties are unable to agree upon the selection of an arbitrator within five (5) calendar days of the Employer's receipt of the arbitration notice, the grievant shall request the Public Employment Relations Board (PERB) to submit a list of five grievance arbitrators. Upon receipt of the list, the parties' designated representatives shall determine by lot the order of elimination and thereafter each shall, in that order, alternately strike a name from the list and the fifth and remaining person shall act as the arbitrator.

Section 4. Whenever an individual employee has a grievance as set out above, the employee is entitled to be represented by the Union if the employee so chooses. The Union may also process a grievance on its own in accordance with the above procedures.

Section 5. The failure of an employee, or the Union, to appeal a grievance to the next step within the applicable terms specified above, shall bar an employee or the Union from appealing the grievance further, and any such grievance shall be considered abandoned and finally settled.

Section 6. The failure by the Employer to reply within the applicable times as specified above shall be deemed a denial of the grievance which may then be appealed by the employee or the Union to the next step.

Section 7. The arbitrator selected shall schedule a hearing on the grievance and, after hearing such evidence as the parties desire to present, shall render a written opinion and award within thirty (30) calendar days, unless an additional extension of time is granted by the parties. The arbitrator shall have no authority to hear or determine wage or fringe benefit adjustments, nor add to, subtract from, modify, or amend any terms of this Agreement. The arbitrator shall have no authority to substitute the arbitrator's discretion for that of the Employer in any matter reserved to the Employer by law or the terms of this Agreement. A decision of the arbitrator with the scope of the arbitrator's authority shall be final and binding upon the Employer, the employee, and the Union. Any decision rendered may not be retroactively applied beyond the date of occurrence.

Section 8. The Employer and the Union shall share equally any joint cost of the arbitration procedure, such as the fees and expenses of the arbitrator, the court reporter, if one is desired by all parties to the grievance, and the cost of a hearing room and transcript. Any other expenses will be paid by the party incurring them.

ARTICLE 10

Payroll

Wage and Salary

1. Paydays will be bi-weekly. Time cards must be turned in to the payroll clerk by Monday of pay week at 10:00 a.m. Paychecks will be handed out or mailed on Thursday of pay week. The Employee shall be responsible to ensure that their time cards are completed in a correct and accurate fashion prior to submission to their immediate supervisor. In the event that an employee time card fails to include an accurate representation of the total hours for which the employee is entitled to compensation, the employee shall be paid the omitted hours, at the rate of pay appropriate for the pay period during which the hours actually accrued, during the pay period immediately following the discovery thereof they were omitted from a prior pay period.
2. When a pay day falls on a holiday, employees shall be paid on the last working day preceding the holiday.
3. All employees will be paid for all hours worked. No work shall be performed without being recorded on time cards contemporaneously with the performance of said work, any such claimed work shall not be paid. It is not expected nor is it required that any employee perform any donated work time without compensation.
4. The City grants raises to take effect July 1, which is the first day of the fiscal year. The clerk is authorized to apply the raise in wages to hours worked in June during the bi-weekly pay period that preceded the first payroll check issued in July.

5. The City shall pay wages as shown on Exhibit A attached hereto and made a part of this contract by this reference

The Employer shall have the right to hire new employees at a starting wage equal to 90% of the highest wage paid to an employee in the class of the newly hired employee.

ARTICLE 11

Resignation

1. Employees shall provide two (2) weeks written notice of resignation to their immediate supervisor. To be considered to have terminated in good standing, an employee must provide a written notice of resignation to their immediate supervisor at least two weeks prior to the last proposed date of employment.
2. In the event of unusual or extenuating circumstances, the supervisor may accept a shorter period of notice.
3. The Employer may choose, at Employer's sole discretion, to make an employee's resignation effective immediately upon receipt of Employee's written notice of resignation. In this event, the employee shall be compensated for said two weeks, said compensation to include all benefits that would have accrued during said two-week period.

ARTICLE 12

Leave of Absence with Pay

A. Court Appearance

Employees shall be granted time off with pay, in an amount equivalent to the time spent for an appearance before a court, including their time to and from said appearance, or other judicial or quasi-judicial body as a witness in an action involving the federal government, the State of Iowa, City of Monticello or political subdivision thereof in response to a subpoena, or when such appearance is ordered by the department head and same is directly connected to the employee's work. The employee shall be expected to return to work if there are two hours or more left in the work day. This provision shall only be applicable if the employee was not otherwise scheduled to be working during the relevant time(s).

B. Funeral

A full time employee is entitled to three (3) paid days funeral leave for the death of an immediate family member, as follows: Father, Mother, Son, Daughter, Husband, Wife, Brother, Sister, Grandmother, Grandfather, Grandchildren, Father-in-Law, Mother-in-Law, Son-in-Law, Daughter-in-Law, Brother-in-Law, Sister-in-Law, and Step-Children and Step-Grandchildren. In order to receive the above funeral leave benefits, the employee must attend the funeral.

C. Worker's Compensation

Worker's compensation will be determined per State and Federal Law.

D. Military Leave

The City shall comply with Chapter 29A.28, Code of Iowa, 2005, as amended, in regard to the granting of a leave of absence for military duty.

E. Sick Leave

1. Full-time employees may accumulate eight hours per month of sick leave but shall not be allowed to accumulate over 720 hours. Part-time employees may accumulate three hours per month of sick leave to a maximum of 360 hours; however, no part-time employee shall receive any payout for unused sick leave upon termination.

a). Employees who have worked for the City eight years by June 30, 1998, will receive upon termination a sick leave payout of accrued sick hours (maximum of 720 hours) divided by two, multiplied by the employee's hourly rate of pay as of June 30, 1998.

b). Accrual of compensable sick leave hours shall terminate June 30, 1998, for all employees.

c). Beginning July 1, 1998, all employees shall accrue sick leave hours at the rate of eight hours per month to a maximum of 720 hours.

d). Employees who have completed less than eight (8) years of employment by June 30, 1998, shall receive no compensation for unused sick leave upon termination.

2. No employee shall be entitled to receive a payout of unused accumulated/accrued sick leave upon the termination of their employment with the employer, whether voluntary or involuntary. (With the exception outlined within paragraph 1(a) through 1(d) noted above.)

3. A doctor's slip, verifying the sickness or disability of the employee or family member, may be called for at any time by the Supervisor or the City Administrator.

4. Sick leave may only be used for the employee's sickness or disability with the following exception: A full time employee may use up to 40 hours of accumulated sick leave, per fiscal year, for a family illness.

F. Casual Days

1. A full-time employee is entitled to two (2) casual days per fiscal year , to be taken at the employee's discretion. The fiscal year begins July 1 of each year.
2. An employee who resigns in good standing shall be reimbursed for unused casual days, however, a terminated employee shall not be reimbursed for unused casual days.
3. Employees with unused casual time shall be paid out on the last payroll of the fiscal year prior to the payroll period, if any, during which the new fiscal year wages have taken effect.

G. Jury Duty

1. Any Employee called for jury duty shall be paid their regular rate of pay less jury duty compensation while attending if their attendance is required during a regularly scheduled period of work.

H. Vacation Leave

1. Each full-time, eight hour shift employee, shall receive vacation from their date of employment as follows:
 - After 1 year – 5 working days
 - After 2 years - 10 working days
 - After 10 years – 15 working days
 - After 15 years – 20 working days
2. Each full-time, twelve hour shift employee, shall receive vacation from their date of employment as follows:
 - After 1 year – 42 hours
 - After 2 years – 84 hours
 - After 10 years – 126 hours
 - After 15 years – 168 hours
3. When an employee reaches their anniversary date of employment, the employee will be paid for any vacation unused in the previous year.
4. Part-time employees who work an average of twenty (20) hours or more per week shall receive pro-rata pay for vacations.
5. *An employee may "cash out" accrued and unused vacation as follows:*
 - a). *During the first year of this contract, employees may cash out any or all of the*

vacation time to which they are entitled.

b). During the second year of this contract, employees may cash out up to one-half of the vacation time to which they are entitled.

c). During the 3rd and 4th year of this contract, employees may not cash out in excess of 40 hours of vacation

d). An employee, during all four years of this contract, may with supervisory approval, be allowed to carry over up to forty (40) hours of vacation from one year to another, and in that event, shall have the use of said forty hours scheduled with the appropriate supervisor by no later than 30 days prior to the end of the year, and same must be used within the first sixty (60) days of the new fiscal year.

e). As employees are entitled to vacation time based upon employment anniversary date, their rights under subparagraphs (a) to (d) herein, shall be deemed to accrue as of their anniversary date. For example, if an employee's anniversary date falls on September 15, 2007, they shall be entitled to cash out all of their vacation, through September 14, 2007, as allowed within subparagraph (a) herein, as same falls within the first year of the contract. From said employee's next anniversary date, September 15, 2008, through September 14, 2009 they shall be allowed to cash out one-half of their vacation as allowed within subparagraph (b) herein, as same falls within the second year of the contract. An employee's right to carry over vacation as allowed within subparagraph (d) herein, shall also follow the particular employee's anniversary date.

I. Holidays

The following legal holidays shall be observed by full-time staff as follows:

1. New Year's Eve Day
2. New Year's Day
3. Christmas Eve Day
4. Christmas Day
5. Memorial Day
6. Independence Day
7. Labor Day
8. Thanksgiving Day
9. Four personal holidays per year to be scheduled not less than one month before use.

If a holiday enumerated in this section falls on a Saturday, the preceding Friday will be granted or if it falls on a Sunday, the following Monday will be granted.

1. Any full-time employee who is required to work on a designated holiday will be paid time and one-half for the hours worked that day, plus eight hours pay for the holiday.
2. Any full-time employee working on a holiday may take compensation time, but must

do so within 30 days, unless approved by the City Administrator.

3. Part-time employees who work an average of 20 hours or more per week shall receive pro-rata pay for holidays.

ARTICLE 13

Leave Without Pay

A. Leave of Absence without pay

1. An employee may, upon written request and with the approval of their immediate supervisor and the City Administrator, be granted a leave of absence without pay.

B. Unauthorized Absence

1. An employee shall not be compensated, allowed to use compensation time, vacation time, or casual days, in the event of an unauthorized absence of any employee from duty. Such employee shall be considered absent without pay and shall be disciplined as deemed appropriate by their immediate supervisor. Such an employee shall, at a minimum, be given a written reprimand.

C. Light Duty Assignment

1. Employer and employee agree to comply with the requirements of the Family and Medical Leave Act when applicable.
2. When, due to injury, illness or disability an employee is unable to perform the material and essential functions/duties of their position, Employer agrees to make a reasonable effort to accommodate the employee's injury, illness or disability so that employee may continue their employment as either a full time or part time employee as the case may be. A reasonable accommodation shall not be deemed possible if the accommodated employee is not able to continue to perform a majority of the material and essential functions of their position.
3. An Employee's return or maintenance at work with the Employer, under an accommodation, shall be subject to the receipt of a medical clearance from the doctor who originally diagnosed and treated the condition bringing about the accommodation, certifying in writing that the employee is capable of performing the proposed "accommodated" work assignments.
 - a. The Doctor must also designate the date(s) upon which the employee may return to light duty work, and also the date upon which the employee may return to full time or normal work activity.

- b. Said doctor describes the type, nature or conditions that the employee is capable of temporarily performing when on light duty status.
- c. No injured employee will be permitted to return to work, whether on a light duty of normal basis, until presenting the above certification from their attending physician.

ARTICLE 14 **Outside Employment**

1. City Employees are not prohibited from other employment outside of the City. However, they should be aware that their time and loyalty must remain with the City. Employee shall provide written notice to immediate supervisor on any permanent part-time employment, same to be defined as any employment for which compensation is anticipated and/or actually received for 6 hours or more per week with an anticipated or actual length of employment of 4 consecutive weeks or more.
2. In times of emergency, all City Employees are subject to recall to the City. Any exceptions granted due to hardships in observance to the above policy shall rest solely in the discretion of the Monticello City Council.

ARTICLE 15 **Physical**

Employer may require an employee under this Collective Bargaining Agreement to submit to a medical examination. In that event, the examination will be performed by a physician of the employer's choice at Employer's cost.

ARTICLE 16 **Hospitalization Insurance**

1. All full-time employees shall be eligible to enroll in group medical and hospital, dental, life insurance, cancer and disability plans on the first day of the month immediately following the employee's 90th day of employment.

Insurance Benefit Package:

- 2 Million-Dollar lifetime Major Medical.
- \$500/\$1000 deductible. Maximum out of pocket expense within the network of \$3,000/\$6000 per year, out of the network \$6,000/\$12,000 per year.
- Office visit (x-rays and lab). 90/10 in PPO - Ded 80/20 out of PPO.
- Preventative care (physical). 90/10 in PPO Doctor's Office on PPO Hospital deductible 90/10, non-PPO deductible 80/20 and Hospital non-provider 80/20.

- Prescription drug card \$10 co-pay for generic/\$20 co-pay for brand name with no deductible. Non-participating pharmacy subject to deductible and 80/20 coinsurance.
- Dental (preventative 100% - 80/20 basic - 80/20 Major - 50/50 orthodontic).
- Disability 66-2/3 of wages for 26 weeks.
- 1st day of accident; 8th day of sickness.
- Vision - Select Network Vision Plan. Maximum benefit per year \$150. \$35 exam; \$115 eyewear. \$5 co-pay for exam, \$10 co-pay for eyewear at PPO. Out of PPO Plan will pay up to \$150 per year - \$35 exam and \$115 eyewear.
- Life Insurance \$20,000.

2. The City provides an insurance policy for disability and medical/dental/life insurance and vision care policy. The City pays the premium for single person coverage for full-time employees; and family coverage shall be paid entirely by the employee.

3. The City employees and their immediate household family members shall receive City ambulance transport and/or emergency medical care to be billed as follows: The Ambulance Department shall submit a bill to the employee's insurance carriers first. The City Ambulance Department will waive any expense not covered by insurance.

4. If an employee is off on approved sick leave for a period in excess of thirty (30) days the City will pay the employee's single portion of insurance premium.

5. The City may obtain health or other insurance(s) required herein with a higher deductible than that shown above if the City wishes to self-fund that excess portion of the deductible; however, the deductible cost to the employees shall remain at \$500 for single coverage and \$1,000 for family coverage.

6. The proposed drug card (Wellmark) provides coverage of \$5/\$15/\$25. As employees covered by this agreement are to pay a \$10.00 co-pay for generics and a \$20 co-pay for brand name drugs herein, the City agrees to reimburse employees \$5.00 for each prescription drug purchase that costs \$25.00.

ARTICLE 17

Overtime Pay

1. All work hours in excess of 40 hours in a work week, to all those employees covered by this agreement working eight (8) hour work shifts, or in excess of 84 hours in a two-week pay period for those emergency personnel working twelve hour shifts, are overtime hours to be paid at the rate of time and one-half. Compensation time may be taken instead of overtime, if permitted by the FLSA.

2. The "Work Week" shall include actual hours worked and hours paid/used for holiday, casual, vacation and funeral leave, but shall not include any other paid time off, including but not limited

to Sick Leave.

3. In no event shall an employee be paid additional hours beyond the normal work week or granted compensatory time without prior approval from their immediate Supervisor and City Administrator.
4. All those employees covered by this agreement who are required to work on a City designated Holiday will be paid at the rate of time and one-half for the hours worked that day, plus eight (8) hours for the Holiday.
5. Work schedules shall not be changed for the purpose of avoiding overtime premium pay. The language does not apply to part-time employees.
6. Unused compensatory time shall be paid out on the last payroll of the fiscal year.

ARTICLE 18 **Supplemental Pay**

1. Call Back. Any employee who is called back to their employment after completing their normal work shift shall be paid a minimum of two (2) hours for two (2) hours worked, if they actually report to work, and are not called off before so returning.

2. Longevity Pay.

- a. At the beginning of the 10th year of employment, employee will receive \$50 each anniversary year until year 20.
- b. *At the beginning of the 20th year of employment, employee will receive \$200 a year thereafter.*

ARTICLE 19 **Termination Pay**

1. An employee who is terminating normally will receive the final pay check no later than the first regularly scheduled pay day following termination.

ARTICLE 20 **Clothing Allowance**

Each Employee shall receive Three Hundred Seventy-five Dollars (\$375.00) to be used for the purchase of required clothing including six (6) uniform shirts as required and steel toed boots; The balance shall be reimbursed upon presentation of a purchase receipt of work appropriate

apparel which shall include work pants, coveralls/work coats, and work gloves, as approved by the director of the department.

ARTICLE 21

Break Allowance

1. Employees scheduled to work a regular 40 hour work week shall be allowed to take one 15 minute break in the morning of each work day and one 15 minute break in the afternoon of each work day. The immediate supervisor may direct that said break(s) be staggered among employees and may further require that said break(s) take place at a specific work site.
2. Those covered Employees, under the 12-hour schedule, will not have a lunch hour. Each Employee shall be entitled to a maximum of sixty (60) minutes of break time during one twelve (12) hour shift that may be exercised in any combination of 15 or 30-minute increments.

ARTICLE 22

City Vehicles

No Employee is to drive or take the City vehicles home for their own personal use.

ARTICLE 23

Meetings, Seminars, Job Related Business

1. An employee shall be compensated at their regular rate of pay to attend meetings, seminars and conventions of professional and technical organizations when such attendance is approved by their immediate supervisor or City Administrator.
2. An employee who is attending such a meeting shall incur legitimate business expenses relating to the job, is eligible to receive reimbursement for the following business related expenses:
 - a. Mileage shall be paid at the then current rate as set by the Internal Revenue Service providing the individual drives his/her own vehicle to and from the meeting, seminar or doing business that is job related. The Employer may require the employee to use a City owned vehicle for travel to, from, and during the attendance at such a meeting and/or seminar.
 - b. Meals and lodging shall be reimbursed as follows;
 - 1). A maximum of Twenty-Five dollars per day, for non-travel days, or

- Fifteen dollars per travel day.
- 2). If any meal is provided as part of the cost of the meeting/seminar, the daily reimbursement limit shall be \$15.00
 - 3). In no event shall more than three (3) meals be reimbursable in any one day. Reimbursable meals include breakfast/lunch/supper-dinner, snacks and/or other incidentals are not reimbursable.
 - 4). All bills must be turned in to the immediate supervisor for initial approval prior to submission to the City Clerk for payment.

ARTICLE 24

Employment Status

Following initial employment, each full-time employee shall complete a probationary period of ninety (90) calendar days in all departments except the Ambulance Department. Ambulance Department employees shall complete a three-hundred-sixty-five day probationary period. During the probationary period, performance is subject to close observation and review as to fitness and ability to carry out the responsibilities of the position by the immediate supervisor. An Employee may be terminated with or without just cause at any time during the probationary period.

ARTICLE 25

Hours of Employment

A. Regular Work Week: City Water, Wastewater, Sanitation, Road Use Department and Paramedic/Billing Collections Clerk: The normal work week shall begin at 7 a.m. on Saturday through 7 a.m. the following Saturday. City Office: The normal work week shall begin at 7:00 a.m. on Sunday through 7:00 a.m. the following Sunday. Ambulance: The normal work week shall begin at 8 a.m. on Monday through 8 a.m. the following Monday. Specific hours of employment for the City of Monticello personnel shall be set by the head of each department. All full time work weeks shall be at least 40 hours in length, except for the ambulance staff scheduled on an 84 hour two week schedule.

B. Lunch times, for the above departments, will be staggered to keep offices open during the entire work day which shall be as established by the department head.

C. The City of Monticello shall not be open on Saturday, Sunday or city recognized holidays, except for the Ambulance Department which shall be open 365 days per year. Also, this provision shall not apply to the Public Works Employee scheduled to work on Saturday/Sunday, who in turn takes the following Friday, from the same pay period, off.

D. The ambulance staff working twelve hour shifts will work 84 hours over the two-week pay period.


ARTICLE 26
Effective Period

Section 1. This agreement shall be effective July 1, 2007 and shall continue through June 30, 2011.

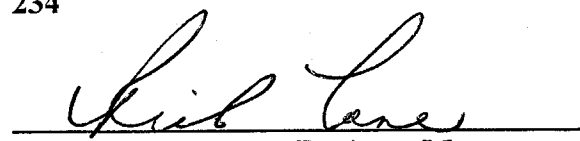
Section 2. This agreement, including any modifications thereof, shall continue in effect from year to year thereafter unless one of the parties seeks modification thereof. The party seeking modification of the Agreement shall cause a written notice to be served on the other party by September 15th of the year prior to the time when modification is desired. The notification in writing is jurisdictional but after said notice is timely served by any party; either party may thereafter offer a modification of the Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representative this 15th day of June, 2007.

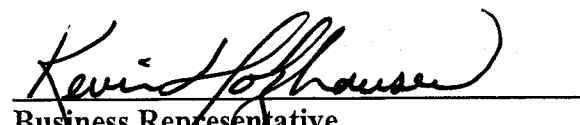
**INTERNATIONAL UNION OF
CITY OF MONTICELLO**


_____, Mayor

**OPERATING, ENGINEERS, LOCAL
234**



Business Manager



Business Representative

EXHIBIT A
Wages

	A	B	C	D	E	F	G	H	I
1	Subject to change if an error found.	July 1, 2007				Saved: WW Collective Bargaining Scale			
2						Sheet 2			
3		STARTING	AFTER PROB	1 YEAR	YEAR 2	YEAR 3	YEAR 4	YEAR5	
4	Water/Wastewater:								
5	Water/Wastewater Superintendent:	\$15.05	\$15.55	\$15.70	\$15.85	\$16.00	\$16.15	\$16.30	
6	Water/Wastewater Operator:	\$14.05	\$14.55	\$14.70	\$14.85	\$15.00	\$15.15	\$15.30	
7	Water/Wastewater Operator:	\$14.05	\$14.55	\$14.70	\$14.85	\$15.00	\$15.15	\$15.30	
8	Water/Wastewater Operator:	\$14.05	\$14.55	\$14.70	\$14.85	\$15.00	\$15.15	\$15.30	
9									
10	Streets:								
11	Streets Superintendent:	\$14.90	\$15.40	\$15.55	\$15.70	\$15.85	\$16.00	\$16.15	
12	Street Maintenance Worker:	\$13.30	\$13.80	\$13.95	\$14.10	\$14.25	\$14.40	\$14.55	
13	Street Maintenance Worker:	\$13.30	\$13.80	\$13.95	\$14.10	\$14.25	\$14.40	\$14.55	
14									
15	Sanitation:								
16	Sanitation Superintendent:	\$14.30	\$14.80	\$14.95	\$15.10	\$15.25	\$15.40	\$15.55	
17	Sanitation Worker:	\$13.30	\$13.80	\$13.95	\$14.10	\$14.25	\$14.40	\$14.55	
18									
19	Parks:								
20	Parks Director:	\$13.30	\$13.80	\$13.95	\$14.10	\$14.25	\$14.40	\$14.55	
21									
22	Clerk's Office:								
23	Payroll/Utility Billing	\$13.65	\$14.15	\$14.30	\$14.45	\$14.60	\$14.75	\$14.90	
24	Accounting Clerk	\$10.65	\$11.15	\$11.30	\$11.45	\$11.60	\$11.75	\$11.90	
25									
26	Custodian	\$10.80	\$11.30	\$11.45	\$11.60	\$11.75	\$11.90	\$12.05	
27									
28	Ambulance:								
29	Quality Assurance	\$14.80	\$15.80	\$15.80	\$15.80	\$15.80	\$15.80	\$15.80	
30	Paramedic Specialist- FT or PT	\$15.60	\$16.60	\$16.60	\$16.60	\$16.60	\$16.60	\$16.60	
31	Paramedic-FT or PT	\$14.60	\$15.60	\$15.60	\$15.60	\$15.60	\$15.60	\$15.60	
32	EMT-B/EMT-I	\$12.60	\$13.60	\$13.60	\$13.60	\$13.60	\$13.60	\$13.60	
33									
34	PERMANENT PART-TIME :								
35	Water/Wastewater Worker:	\$10.70	\$10.95	\$11.10	\$11.25	\$11.40	\$11.55	\$11.70	
36	Floater:	\$9.65	\$9.90	\$10.05	\$10.20	\$10.35	\$10.50	\$10.65	
37	Parks :	\$9.65	\$9.90	\$10.05	\$10.20	\$10.35	\$10.50	\$10.65	
38	Cemetery Sexton:	\$11.25	\$11.50	\$11.65	\$11.80	\$11.95	\$12.10	\$12.25	
39									
40									
41		January 1, 2008							
42									
43		STARTING	AFTER PROB	1 YEAR	YEAR 2	YEAR 3	YEAR 4	YEAR5	
44	Water/Wastewater:								
45	Water/Wastewater Superintendent:	\$15.05	\$15.55	\$15.70	\$15.85	\$16.00	\$16.15	\$16.30	
46	Water/Wastewater Operator:	\$14.05	\$14.55	\$14.70	\$14.85	\$15.00	\$15.15	\$15.30	
47	Water/Wastewater Operator:	\$14.05	\$14.55	\$14.70	\$14.85	\$15.00	\$15.15	\$15.30	
48	Water/Wastewater Operator:	\$14.05	\$14.55	\$14.70	\$14.85	\$15.00	\$15.15	\$15.30	
49									
50	Streets:								
51	Streets Superintendent:	\$14.90	\$15.40	\$15.55	\$15.70	\$15.85	\$16.00	\$16.15	
52	Street Maintenance Worker:	\$13.30	\$13.80	\$13.95	\$14.10	\$14.25	\$14.40	\$14.55	
53	Street Maintenance Worker:	\$13.30	\$13.80	\$13.95	\$14.10	\$14.25	\$14.40	\$14.55	
54									
55	Sanitation:								
56	Sanitation Superintendent:	\$14.30	\$14.80	\$14.95	\$15.10	\$15.25	\$15.40	\$15.55	
57	Sanitation Worker:	\$13.30	\$13.80	\$13.95	\$14.10	\$14.25	\$14.40	\$14.55	
58									
59	Parks:								
60	Parks Director:	\$13.30	\$13.80	\$13.95	\$14.10	\$14.25	\$14.40	\$14.55	
61									
62	Clerk's Office:								
63	Payroll/Utility Billing	\$13.65	\$14.15	\$14.30	\$14.45	\$14.60	\$14.75	\$14.90	
64	Accounting Clerk	\$10.65	\$11.15	\$11.30	\$11.45	\$11.60	\$11.75	\$11.90	
65									
66	Custodian	\$10.80	\$11.30	\$11.45	\$11.60	\$11.75	\$11.90	\$12.05	
67									
68	Ambulance:								
69	Quality Assurance	\$14.80	\$15.80	\$15.80	\$15.80	\$15.80	\$15.80	\$15.80	
70	Paramedic Specialist- FT or PT	\$15.60	\$16.60	\$16.60	\$16.60	\$16.60	\$16.60	\$16.60	
71	Paramedic-FT or PT	\$14.60	\$15.60	\$15.60	\$15.60	\$15.60	\$15.60	\$15.60	
72	EMT-B/EMT-I	\$12.60	\$13.60	\$13.60	\$13.60	\$13.60	\$13.60	\$13.60	
73									
74	PERMANENT PART-TIME :								
75	Water/Wastewater Worker:	\$10.70	\$10.95	\$11.10	\$11.25	\$11.40	\$11.55	\$11.70	
76	Floater:	\$9.65	\$9.90	\$10.05	\$10.20	\$10.35	\$10.50	\$10.65	
77	Parks :	\$9.65	\$9.90	\$10.05	\$10.20	\$10.35	\$10.50	\$10.65	
78	Cemetery Sexton:	\$11.25	\$11.50	\$11.65	\$11.80	\$11.95	\$12.10	\$12.25	
79									
80									
81									
82									

	A	B	C	D	E	F	G	H	I
83									
84									
85		July 1, 2008							
86		STARTING	AFTER PROB	1 YEAR	YEAR 2	YEAR 3	YEAR 4	YEARS5	
87	Water/Wastewater:								
88	Water/Wastewater Superintendent:	\$15.65	\$16.15	\$16.30	\$16.45	\$16.60	\$16.75	\$16.90	
89	Water/Wastewater Operator:	\$14.65	\$15.15	\$15.30	\$15.45	\$15.60	\$15.75	\$15.90	
90	Water/Wastewater Operator:	\$14.65	\$15.15	\$15.30	\$15.45	\$15.60	\$15.75	\$15.90	
91	Water/Wastewater Operator:	\$14.65	\$15.15	\$15.30	\$15.45	\$15.60	\$15.75	\$15.90	
92									
93	Streets:								
94	Streets Superintendent:	\$15.50	\$16.00	\$16.15	\$16.30	\$16.45	\$16.60	\$16.75	
95	Street Maintenance Worker:	\$13.90	\$14.40	\$14.55	\$14.70	\$14.85	\$15.00	\$15.15	
96	Street Maintenance Worker:	\$13.90	\$14.40	\$14.55	\$14.70	\$14.85	\$15.00	\$15.15	
97									
98	Sanitation:								
99	Sanitation Superintendent:	\$14.90	\$15.40	\$15.55	\$15.70	\$15.85	\$16.00	\$16.15	
100	Sanitation Worker:	\$13.90	\$14.40	\$14.55	\$14.70	\$14.85	\$15.00	\$15.15	
101									
102	Parks:								
103	Parks Director:	\$13.90	\$14.40	\$14.55	\$14.70	\$14.85	\$15.00	\$15.15	
104									
105	Clerk's Office:								
106	Payroll/Utility Billing	\$14.25	\$14.75	\$14.90	\$15.05	\$15.20	\$15.35	\$15.50	
107	Accounting Clerk	\$11.25	\$11.75	\$11.90	\$12.05	\$12.20	\$12.35	\$12.50	
108									
109	CUSTODIAN	\$11.40	\$11.90	\$12.05	\$12.20	\$12.35	\$12.50	\$12.65	
110									
111	Ambulance:								
112	Quality Assurance	\$15.40	\$16.40	\$16.40	\$16.40	\$16.40	\$16.40	\$16.40	
113	Paramedic Specialist- FT or PT	\$16.20	\$17.20	\$17.20	\$17.20	\$17.20	\$17.20	\$17.20	
114	Paramedic-FT or PT	\$15.20	\$16.20	\$16.20	\$16.20	\$16.20	\$16.20	\$16.20	
115	EMT-B/EMT-I	\$13.20	\$14.20	\$14.20	\$14.20	\$14.20	\$14.20	\$14.20	
116									
117	PERMANENT PART-TIME :								
118	Water/Wastewater Worker:	\$11.30	\$11.55	\$11.70	\$11.85	\$12.00	\$12.15	\$12.30	
119	Floater:	\$10.25	\$10.50	\$10.65	\$10.80	\$10.95	\$11.10	\$11.25	
120	Parks :	\$10.25	\$10.50	\$10.65	\$10.80	\$10.95	\$11.10	\$11.25	
121	Cemetery Sexton:	\$11.85	\$12.10	\$12.25	\$12.40	\$12.55	\$12.70	\$12.85	
122									
123									
124		January 1, 2009							2
125		STARTING	AFTER PROB	1 YEAR	YEAR 2	YEAR 3	YEAR 4	YEARS5	
126	Water/Wastewater:								
127	Water/Wastewater Superintendent:	\$15.65	\$16.15	\$16.30	\$16.45	\$16.60	\$16.75	\$16.90	
128	Water/Wastewater Operator:	\$14.65	\$15.15	\$15.30	\$15.45	\$15.60	\$15.75	\$15.90	
129	Water/Wastewater Operator:	\$14.65	\$15.15	\$15.30	\$15.45	\$15.60	\$15.75	\$15.90	
130	Water/Wastewater Operator:	\$14.65	\$15.15	\$15.30	\$15.45	\$15.60	\$15.75	\$15.90	
131									
132	Streets:								
133	Streets Superintendent:	\$15.50	\$16.00	\$16.15	\$16.30	\$16.45	\$16.60	\$16.75	
134	Street Maintenance Worker:	\$13.90	\$14.40	\$14.55	\$14.70	\$14.85	\$15.00	\$15.15	
135	Street Maintenance Worker:	\$13.90	\$14.40	\$14.55	\$14.70	\$14.85	\$15.00	\$15.15	
136									
137	Sanitation:								
138	Sanitation Superintendent:	\$14.90	\$15.40	\$15.55	\$15.70	\$15.85	\$16.00	\$16.15	
139	Sanitation Worker:	\$13.90	\$14.40	\$14.55	\$14.70	\$14.85	\$15.00	\$15.15	
140									
141	Parks:								
142	Parks Director:	\$13.90	\$14.40	\$14.55	\$14.70	\$14.85	\$15.00	\$15.15	
143									
144	Clerk's Office:								
145	Payroll/Utility Billing	\$14.25	\$14.75	\$14.90	\$15.05	\$15.20	\$15.35	\$15.50	
146	Accounting Clerk	\$11.25	\$11.75	\$11.90	\$12.05	\$12.20	\$12.35	\$12.50	
147									
148	CUSTODIAN	\$11.40	\$11.90	\$12.05	\$12.20	\$12.35	\$12.50	\$12.65	
149									
150	Ambulance:								
151	Quality Assurance	\$15.40	\$16.40	\$16.40	\$16.40	\$16.40	\$16.40	\$16.40	
152	Paramedic Specialist- FT or PT	\$16.20	\$17.20	\$17.20	\$17.20	\$17.20	\$17.20	\$17.20	
153	Paramedic-FT or PT	\$15.20	\$16.20	\$16.20	\$16.20	\$16.20	\$16.20	\$16.20	
154	EMT-B/EMT-I	\$13.20	\$14.20	\$14.20	\$14.20	\$14.20	\$14.20	\$14.20	
155									
156	PERMANENT PART-TIME :								
157	Water/Wastewater Worker:	\$11.30	\$11.55	\$11.70	\$11.85	\$12.00	\$12.15	\$12.30	
158	Floater:	\$10.25	\$10.50	\$10.65	\$10.80	\$10.95	\$11.10	\$11.25	
159	Parks :	\$10.25	\$10.50	\$10.65	\$10.80	\$10.95	\$11.10	\$11.25	
160	Cemetery Sexton:	\$11.85	\$12.10	\$12.25	\$12.40	\$12.55	\$12.70	\$12.85	
161									
162									
163									
164									

	A	B	C	D	E	F	G	H	I
165									
166									
167		July 1, 2009							
168		STARTING	AFTER PROB	1 YEAR	YEAR 2	YEAR 3	YEAR 4	YEAR5	
169	Water/Wastewater:								
170	Water/Wastewater Superintendent:	\$16.25	\$16.75	\$16.90	\$17.05	\$17.20	\$17.35	\$17.50	
171	Water/Wastewater Operator:	\$15.25	\$15.75	\$15.90	\$16.05	\$16.20	\$16.35	\$16.50	
172	Water/Wastewater Operator:	\$15.25	\$15.75	\$15.90	\$16.05	\$16.20	\$16.35	\$16.50	
173	Water/Wastewater Operator:	\$15.25	\$15.75	\$15.90	\$16.05	\$16.20	\$16.35	\$16.50	
174									
175	Streets:								
176	Streets Superintendent:	\$16.10	\$16.60	\$16.75	\$16.90	\$17.05	\$17.20	\$17.35	
177	Street Maintenance Worker:	\$14.50	\$15.00	\$15.15	\$15.30	\$15.45	\$15.60	\$15.75	
178	Street Maintenance Worker:	\$14.50	\$15.00	\$15.15	\$15.30	\$15.45	\$15.60	\$15.75	
179									
180	Sanitation:								
181	Sanitation Superintendent:	\$15.50	\$16.00	\$16.15	\$16.30	\$16.45	\$16.60	\$16.75	
182	Sanitation Worker:	\$14.50	\$15.00	\$15.15	\$15.30	\$15.45	\$15.60	\$15.75	
183									
184	Parks:								
185	Parks Director:	\$14.50	\$15.00	\$15.15	\$15.30	\$15.45	\$15.60	\$15.75	
186									
187									
188	Clerk's Office:								
189	Payroll/Utility Billing	\$14.85	\$15.35	\$15.50	\$15.65	\$15.80	\$15.95	\$16.10	
190	Accounting Clerk	\$11.85	\$12.35	\$12.50	\$12.65	\$12.80	\$12.95	\$13.10	
191									
192	CUSTODIAN	\$12.00	\$12.50	\$12.65	\$12.80	\$12.95	\$13.10	\$13.25	
193									
194	Ambulance:								
195	Quality Assurance	\$16.00	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	
196	Paramedic Specialist- FT or PT	\$16.80	\$17.80	\$17.80	\$17.80	\$17.80	\$17.80	\$17.80	
197	Paramedic-FT or PT	\$15.80	\$16.80	\$16.80	\$16.80	\$16.80	\$16.80	\$16.80	
198	EMT-B/EMT-I	\$13.80	\$14.80	\$14.80	\$14.80	\$14.80	\$14.80	\$14.80	
199									
200	PERMANENT PART-TIME :								
201	Water/Wastewater Worker:	\$11.90	\$12.15	\$12.30	\$12.45	\$12.60	\$12.75	\$12.90	
202	Floater:	\$10.85	\$11.10	\$11.25	\$11.40	\$11.55	\$11.70	\$11.85	
203	Parks :	\$10.85	\$11.10	\$11.25	\$11.40	\$11.55	\$11.70	\$11.85	
204	Cemetery Sexton:	\$12.45	\$12.70	\$12.85	\$13.00	\$13.15	\$13.30	\$13.45	
205									
206		January 1, 2010							
207		STARTING	AFTER PROB	1 YEAR	YEAR 2	YEAR 3	YEAR 4	YEAR5	
208	Water/Wastewater:								
209	Water/Wastewater Superintendent:	\$16.25	\$16.75	\$16.90	\$17.05	\$17.20	\$17.35	\$17.50	
210	Water/Wastewater Operator:	\$15.25	\$15.75	\$15.90	\$16.05	\$16.20	\$16.35	\$16.50	
211	Water/Wastewater Operator:	\$15.25	\$15.75	\$15.90	\$16.05	\$16.20	\$16.35	\$16.50	
212	Water/Wastewater Operator:	\$15.25	\$15.75	\$15.90	\$16.05	\$16.20	\$16.35	\$16.50	
213									
214	Streets:								
215	Streets Superintendent:	\$16.10	\$16.60	\$16.75	\$16.90	\$17.05	\$17.20	\$17.35	
216	Street Maintenance Worker:	\$14.50	\$15.00	\$15.15	\$15.30	\$15.45	\$15.60	\$15.75	
217	Street Maintenance Worker:	\$14.50	\$15.00	\$15.15	\$15.30	\$15.45	\$15.60	\$15.75	
218									
219	Sanitation:								
220	Sanitation Superintendent:	\$15.50	\$16.00	\$16.15	\$16.30	\$16.45	\$16.60	\$16.75	
221	Sanitation Worker:	\$14.50	\$15.00	\$15.15	\$15.30	\$15.45	\$15.60	\$15.75	
222									
223	Parks:								
224	Parks Director:	\$14.50	\$15.00	\$15.15	\$15.30	\$15.45	\$15.60	\$15.75	
225									
226	Clerk's Office:								
227	Payroll/Utility Billing	\$14.85	\$15.35	\$15.50	\$15.65	\$15.80	\$15.95	\$16.10	
228	Accounting Clerk	\$11.85	\$12.35	\$12.50	\$12.65	\$12.80	\$12.95	\$13.10	
229									
230	CUSTODIAN	\$12.00	\$12.50	\$12.65	\$12.80	\$12.95	\$13.10	\$13.25	
231									
232	Ambulance:								
233	Quality Assurance	\$16.00	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	
234	Paramedic Specialist- FT or PT	\$16.80	\$17.80	\$17.80	\$17.80	\$17.80	\$17.80	\$17.80	
235	Paramedic-FT or PT	\$15.80	\$16.80	\$16.80	\$16.80	\$16.80	\$16.80	\$16.80	
236	EMT-B/EMT-I	\$13.80	\$14.80	\$14.80	\$14.80	\$14.80	\$14.80	\$14.80	
237									
238	PERMANENT PART-TIME :								
239	Water/Wastewater Worker:	\$11.90	\$12.15	\$12.30	\$12.45	\$12.60	\$12.75	\$12.90	
240	Floater:	\$10.85	\$11.10	\$11.25	\$11.40	\$11.55	\$11.70	\$11.85	
241	Parks :	\$10.85	\$11.10	\$11.25	\$11.40	\$11.55	\$11.70	\$11.85	
242	Cemetery Sexton	\$12.45	\$12.70	\$12.85	\$13.00	\$13.15	\$13.30	\$13.45	
243									
244									
245									
246									

	A	B	C	D	E	F	G	H	I
247									
248									
249		July 1, 2010							
250		STARTING	AFTER PROB	1 YEAR	YEAR 2	YEAR 3	YEAR 4	YEAR5	
251	Water/Wastewater:								
252	Water/Wastewater Superintendent:	\$16.90	\$17.40	\$17.55	\$17.70	\$17.85	\$18.00	\$18.15	
253	Water/Wastewater Operator:	\$15.90	\$16.40	\$16.55	\$16.70	\$16.85	\$17.00	\$17.15	
254	Water/Wastewater Operator:	\$15.90	\$16.40	\$16.55	\$16.70	\$16.85	\$17.00	\$17.15	
255	Water/Wastewater Operator:	\$15.90	\$16.40	\$16.55	\$16.70	\$16.85	\$17.00	\$17.15	
256									
257	Streets:								
258	Streets Superintendent:	\$16.75	\$17.25	\$17.40	\$17.55	\$17.70	\$17.85	\$18.00	
259	Street Maintenance Worker:	\$15.15	\$15.65	\$15.80	\$15.95	\$16.10	\$16.25	\$16.40	
260	Street Maintenance Worker:	\$15.15	\$15.65	\$15.80	\$15.95	\$16.10	\$16.25	\$16.40	
261									
262	Sanitation:								
263	Sanitation Superintendent:	\$16.15	\$16.65	\$16.80	\$16.95	\$17.10	\$17.25	\$17.40	
264	Sanitation Worker:	\$15.15	\$15.65	\$15.80	\$15.95	\$16.10	\$16.25	\$16.40	
265									
266	Parks:								
267	Parks Director:	\$15.15	\$15.65	\$15.80	\$15.95	\$16.10	\$16.25	\$16.40	
268									
269									
270	Clerk's Office:								
271	Payroll/Utility Billing	\$15.50	\$16.00	\$16.15	\$16.30	\$16.45	\$16.60	\$16.75	
272	Accounting Clerk	\$12.50	\$13.00	\$13.15	\$13.30	\$13.45	\$13.60	\$13.75	
273									
274	CUSTODIAN	\$12.65	\$13.15	\$13.30	\$13.45	\$13.60	\$13.75	\$13.90	
275									
276	Ambulance:								
277	Quality Assurance	\$16.65	\$17.65	\$17.65	\$17.65	\$17.65	\$17.65	\$17.65	
278	Paramedic Specialist- FT or PT	\$17.45	\$18.45	\$18.45	\$18.45	\$18.45	\$18.45	\$18.45	
279	Paramedic-FT or PT	\$16.45	\$17.45	\$17.45	\$17.45	\$17.45	\$17.45	\$17.45	
280	EMT-B/EMT-I	\$14.45	\$15.45	\$15.45	\$15.45	\$15.45	\$15.45	\$15.45	
281									
282	PERMANENT PART-TIME :								
283	Water/Wastewater Worker:	\$12.55	\$12.80	\$12.95	\$13.10	\$13.25	\$13.40	\$13.55	
284	Floater:	\$11.50	\$11.75	\$11.90	\$12.05	\$12.20	\$12.35	\$12.50	
285	Parks :	\$11.50	\$11.75	\$11.90	\$12.05	\$12.20	\$12.35	\$12.50	
286	Cemetery Sexton:	\$13.10	\$13.35	\$13.50	\$13.65	\$13.80	\$13.95	\$14.10	
287									
288		January 1, 2011							
289		STARTING	AFTER PROB	1 YEAR	YEAR 2	YEAR 3	YEAR 4	YEAR5	
290	Water/Wastewater:								
291	Water/Wastewater Superintendent:	\$16.90	\$17.40	\$17.55	\$17.70	\$17.85	\$18.00	\$18.15	
292	Water/Wastewater Operator:	\$15.90	\$16.40	\$16.55	\$16.70	\$16.85	\$17.00	\$17.15	
293	Water/Wastewater Operator:	\$15.90	\$16.40	\$16.55	\$16.70	\$16.85	\$17.00	\$17.15	
294	Water/Wastewater Operator:	\$15.90	\$16.40	\$16.55	\$16.70	\$16.85	\$17.00	\$17.15	
295									
296	Streets:								
297	Streets Superintendent:	\$16.75	\$17.25	\$17.40	\$17.55	\$17.70	\$17.85	\$18.00	
298	Street Maintenance Worker:	\$15.15	\$15.65	\$15.80	\$15.95	\$16.10	\$16.25	\$16.40	
299	Street Maintenance Worker:	\$15.15	\$15.65	\$15.80	\$15.95	\$16.10	\$16.25	\$16.40	
300									
301	Sanitation:								
302	Sanitation Superintendent:	\$16.15	\$16.65	\$16.80	\$16.95	\$17.10	\$17.25	\$17.40	
303	Sanitation Worker:	\$15.15	\$15.65	\$15.80	\$15.95	\$16.10	\$16.25	\$16.40	
304									
305	Parks:								
306	Parks Director:	\$15.15	\$15.65	\$15.80	\$15.95	\$16.10	\$16.25	\$16.40	
307									
308	Clerk's Office:								
309	Payroll/Utility Billing	\$15.50	\$16.00	\$16.15	\$16.30	\$16.45	\$16.60	\$16.75	
310	Accounting Clerk	\$12.50	\$13.00	\$13.15	\$13.30	\$13.45	\$13.60	\$13.75	
311									
312	CUSTODIAN	\$12.65	\$13.15	\$13.30	\$13.45	\$13.60	\$13.75	\$13.90	
313									
314	Ambulance:								
315	Quality Assurance	\$16.65	\$17.65	\$17.65	\$17.65	\$17.65	\$17.65	\$17.65	
316	Paramedic Specialist- FT or PT	\$17.45	\$18.45	\$18.45	\$18.45	\$18.45	\$18.45	\$18.45	
317	Paramedic-FT or PT	\$16.45	\$17.45	\$17.45	\$17.45	\$17.45	\$17.45	\$17.45	
318	EMT-B/EMT-I	\$14.45	\$15.45	\$15.45	\$15.45	\$15.45	\$15.45	\$15.45	
319									
320	PERMANENT PART-TIME :								
321	Water/Wastewater Worker:	\$12.55	\$12.80	\$12.95	\$13.10	\$13.25	\$13.40	\$13.55	
322	Floater:	\$11.50	\$11.75	\$11.90	\$12.05	\$12.20	\$12.35	\$12.50	
323	Parks :	\$11.50	\$11.75	\$11.90	\$12.05	\$12.20	\$12.35	\$12.50	
324	Cemetery Sexton	\$13.10	\$13.35	\$13.50	\$13.65	\$13.80	\$13.95	\$14.10	
325									
326									
327									